



NEXT GENERATION WORKFORCE PLAN 2016 - 2021

This Next Generation Workforce Plan identifies the outcomes that are important to the NSW Rural Fire Service's capacity to meet the workforce challenges, both volunteer and staff, of coming decades, with a specific focus on the next five years.

The Next Generation Workforce Plan is linked to the NSW RFS Plan through the Key Focus Area 4 'Our Members' and associated objectives.

Our members comprise 73,223 volunteers and 913 staff that collaborate to deliver community-based fire and emergency services as at June 2017 (2016/17 Annual Report).

Outcomes

Strategies

Key Actions 2018-2019

O1	Membership reflective of the community	S1	Continue to improve organisational diversity through inclusive and flexible membership	A1	Develop a unified organisational framework for diversity and inclusion
O2	Skills and capabilities matched to demands	S2	Develop and implement additional processes and systems to support localised workforce planning	A2	Implement phase one of District volunteer workforce planning framework
O3	Flexible and valued membership roles	S3	Continue to embed principles of flexible membership into organisational policy, programs and initiatives	A3	Develop agreed approach to the management of spontaneous volunteers
O4	Technology engaged and capable	S4	Use new and existing technology and systems to increase efficiency and effectiveness	A4a	Develop digital and online volunteer recruitment resources
				A4b	Streamline volunteer membership application process
O5	Positive experience and enduring connection	S5	Continue to support a respectful and inclusive workplace where all members are treated with dignity, courtesy and respect	A5	Continue to strengthen the governance framework for child and youth participation
				A5.1	Continue roll-out of Code of Conduct and Ethics training for volunteer members
				A5.2	Implement the People Matter Employee Survey action plan
O6	Agile and inclusive organisation	S6	Ongoing engagement in a broad range of training, development and knowledge sharing to increase members adaptability to future needs	A6	Continue to build next generation training delivery up to Crew Leader level
				A6.1	Promote professional development opportunities through agency sponsored leadership programs
				A6.2	Continue to support participation in the Emergency Management Professionalisation Scheme (EMPS)
O7	Active partnerships with community groups	S7	Continue to interact with the community to grow mutual knowledge, understanding and awareness	A7	Implement Indigenous Mitigation Crew Scheme in targeted areas
				A7.1	Establish scope for Brigades in Changing Rural Communities project

OUR VALUES

Mutual Respect

Adaptability and Resourcefulness

One Team, Many Players, One Purpose

Integrity and Trust

Support, Friendship and Camaraderie

Community and Environment

Knowledge and Learning